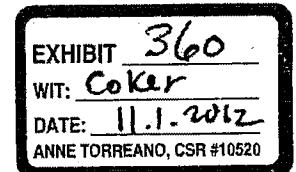
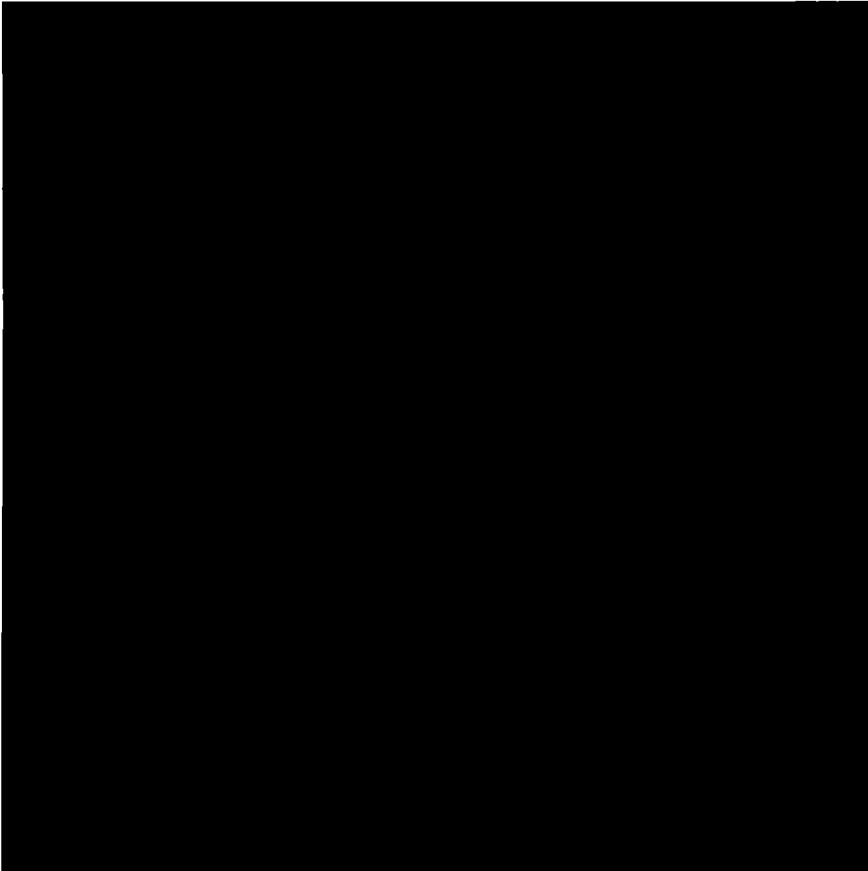


EXHIBIT 360

Lucas Companies Base Pay Structure



Lucas Confidential
Salary Structure